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INVOLUNTARY SEPARATIONS IN CATEGORY OF PERSONNEL POTENTIALLY ELIGIBLE FOR PROPOSED RETIREMENT SYSTEM

FY 1959-63

A study has been made of involuntary separations over the past five fiscal years among personnel who are potentially eligible for the proposed retirement system to indicate the probable impact of proposed service requirements for involuntary retirements under the proposed retirement system. The suggested requirements are 10 years of Agency service which includes 5 years of qualifying service. Available records do not permit a precise determination of the "qualifying" service of former employees. Consequently, it has been assumed that those individuals who had at least 10 years of Agency service also had at least 5 years of qualifying service if they were Clandestine Services careerists at the time of separation.

HIGHLIGHTS OF STUDY

Details: Page

1. Number of involuntary separations

Surplus personnel (CS/CS and other career services)	125	1
Involuntary separations for performance, inefficiency (CS/CS ONLY)	47	6
Involuntary separations for misconduct (CS/CS ONLY)	25	7

2. Age range

None of the involuntary separations of personnel in GS-14 and above involved an individual under age 40. 7 were between 40 and 44. 7 were between 45 and 49. 30 were 50 or older.

Surplus: page 2
Ineff. : page 6
Misconduct: page 7

3. Length of Agency service of individuals who have been involuntarily separated

In GS-14 and above, only 4 of the individuals had less than 10 years of Agency service. 2 of these had 8 years and 2 had 9 years. All 4 of these individuals were in the surplus category. None of the individuals separated for performance or inefficiency or for misconduct had less than 10 years Agency service

3

6 and 7

4. Length of Agency service for Clandestine Services personnel currently on duty

The average length of service of personnel in GS-14 and above in the Clandestine services ranges from 13 years for GS-14's to 15 years for GS-18's.

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The average length of service of personnel in GS-9 through 13 in the Clandestine Services ranges from 10 years for GS-9's to 12 years for GS-13's. The lowest average is at GS-10 - 8 years.

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INVOLUNTARY SEPARATIONS IN CATEGORY OF PERSONNEL
POTENTIALLY ELIGIBLE FOR PROPOSED RETIREMENT SYSTEM
Fiscal Years 1959 - 1963

A. SURPLUS PERSONNEL

Total number identified as surplus by their career services 191

Clandestine Services	153
Technical Services	3
Administrative Officers	7
Management Analysts	10
Training Officers	13
Records Officers	5

Number retained in their career services after review by the DDCI . . . . . -12

Number reassigned to other career services elsewhere in the Agency . . . . . -44

Balance separated as surplus to the Agency's needs 125

1. Description of the 125 employees separated as surplus: grade, age, length of service:

GRADE GS-14 and 15 37 (none were in supergrades)
GS-13 and below 88 (none were below GS-9)

Detail:				
GS-15	14	GS-13	24
GS-14	23	GS-12	26
	37	GS-11	20
		GS- 9	18
			88

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AGE Of the 37 GS-14's and 15's who were separated as surplus:

9 were age 60 or over
19 were between 50 and 59
3 were between 45 and 49
6 were between 40 and 44
37

None were under age 40.

Of the 88 in GS-13 and below who were separated as surplus:

10 were age 60 or over
19 were between 50 and 59
19 were between 45 and 49
20 were between 40 and 44
20 were between 30 and 40
88

TOTAL GOVERNMENT SERVICE

Of the 37 GS-14's and 15's who were separated as surplus:

2 had over 25 years of Government service
14 had from 20 to 24 years of Government service
18 had from 15 to 19 years of Government service
2 had from 10 to 14 years of Government service
1 had less than 10 years of Government service
37

Of the 88 in GS-13 and below who were separated as surplus:

2 had over 25 years of Government service
24 had from 20 to 24 years of Government service
35 had from 15 to 19 years of Government service
25 had from 10 to 14 years of Government service
2 had less than 10 years of Government service
88

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TOTAL AGENCY SERVICE

Of the 37 GS-14's and 15's who were separated as surplus:

Age Group	Years of Agency Service 8 years	9 years	10 years	11-15 years	Total
60 and over		1	1	7	9
55 to 59			1	9	10
50 to 54			2	7	9
45 to 49	1			2	3
40 to 44	1	1	2	2	6
Total	2	2	6	27	37

Of the 88 in GS-13 and below who were separated as surplus:

Age Group	Years of Agency Service 5 years	6 years	7 years	8 years	9 years	10 years	11-15 yrs	Total
60 and over						1	9	10
55 to 59				1			6	7
50 to 54		1	2	1		1	14	19
45 to 49		1			4	1	6	12
40 to 44	1	1		1	2	4	11	20
39 and below	1	2		1	3	6	7	20
Total	2	5	2	4	9	13	53	88

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2. What benefits were available to the 125 individuals separated as surplus?

Civil Service retirement annuities:

46 of the total number separated were eligible for immediate annuities under Civil Service Retirement

21 of these were in GS-14 and 15

25 of these were in GS-13 and below (including 2 who qualified for disability annuities)

Of the 46 who were eligible for immediate annuities:

5 were retained on the rolls for periods up to 18 months to permit them to qualify for discontinued service retirement (age 50-20 years of service). Of these 5, 3 were in GS-14 and 15; 2 were in GS-13 and below.

4 were retained on the rolls for periods up to 18 months to permit them to qualify for optional retirement (age 60-30 years; age 62-5 years). All of these 4 were in GS-14 and 15.

(NOTE: We estimate that, if the proposed CIA retirement system had been in effect, 3 additional individuals would have been eligible for discontinued service retirement. However, the 34 individuals who qualified for Civil Service discontinued service retirement (16 of which were in GS-14 and 15; 18 of which were in GS-13 and below) would have received higher annuities under the proposed CIA retirement system. The proposed system does not require the reduction of annuity for being under age 60 and, less significantly, has a 2% formula for all service rather than the graduated scale under Civil Service retirement.)

Separation Compensation:

71 of the total number separated were authorized separation compensation under existing Agency authorities. 18 of these were in GS-14 and 15. 53 of these were in GS-13 and below.

The maximum separation compensation allowance authorized under this authority is one month's salary per year of service up to one year's salary. This allowance is paid in an initial installment representing four months pay and in additional bi-monthly installments based on need. These bi-monthly installments are computed at 2/3 of the individual's salary rate minus earned income, unemployment compensation, or Civil Service retirement annuity, if any.

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Separation Compensation (continued)

Of the 71 individuals who received initial payments of separation compensation, 55 claimed subsequn subsequent bi-monthly payments and 43 were claiming such payments as of July 1963. 3 individuals have exhausted their benefits.

The 55 individuals who have claimed subsequent payments have submitted a total of 131 claims (an average of 2.4 per person). Of these 131 claims:

35 claims indicated that the individual was receiving a retirement annuity (13 of these were from individuals in GS-14 and 15; 22 were from individuals in GS-13 and below)

25 claims indicated that the individual had earned at least some income during the period covered by the claim (7 from individuals in GS-14 and 15; 18 from individuals in GS-13 and below)

The average (median) of monthly earnings reported on the 25 claims showing at least some earned income was:

$166 for indisiduals in GS-14 and 15
$118 for individuals in GS-14 and 15 (with a low of $31.29 and a high of $198.92)

$183 for individuals in GS-13 and below (with a low of $7.32 and a high of $280.72)

(The arithmetic mean of reported earnings was $166 for individuals in GS-14 and 15 and $228 for those in GS-13 and below.)

Unemployment Compensation

Some of the 125 individuals separated as surplus would have been eligible for unemployment compensation payments. However, such payments are not claimed through the Agency and we do not know the number who established their eligibility and received payments.

3. What other employment was obtained by the 125 individuals separated as surplus?

26 obtained employment in other Government agencies.

20 obtained employment in private industry and in teaching.

Some of the remaining 64 obtained other employment but did not require our assistance and we do not know where they were employed.

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B. OTHER INVOLUNTARY SEPARATIONS "NOT FOR CAUSE"

The 125 individuals separated as surplus were predominantly from the Clandestine Services Career Service, which would include the majority of the employees who would qualify for coverage under the proposed retirement system.

Over the past five fiscal years, there have been 47 other involuntary separations of employees in grade GS-9 and above from the Clandestine Services for reasons which would probably have justified retirement under the discontinued service provisions of the proposed CIA retirement system. (These reasons are principally performance and inefficiency.)

Of these 47: 4 were in GS-14, 15, and 16.

43 were in GS-9 through GS-13.

Description of the 47 employees involuntarily separated: grade, age, length of service:

GS-14/16

Age Group	Less than 5	5 years	6 years	7 years	8 years	9 years	10 years	11-15 years	Total
				Years of Agency Service					
45-49							1	2	3
40-44							—	1	1
Total							1	3	4

GS-9/13

60 and over					1				1
55 - 59					1				1
50-54					1				1
45 - 49			1				1		2
40-44			2			2	1		5
39 and below	2		2	6	7	8	5	3	33
Total	2	0	5	6	10	10	7	3	43

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C. INVOLUNTARY SEPARATIONS FOR MISCONDUCT

Although individuals separated for misconduct would not except in unusual circumstances be considered potential eligibles for the involuntary retirement provisions of the proposed CIA retirement system, statistics on this group were compiled to complete the picture of involuntary separations in the Clandestine Services. There were 25 such separations during the five years covered by this study.

Of these 25: 4 were in GS-14 and 15
21 were in GS-9 through 13

Description of the 25 individuals separated on misconduct grounds: grade, age, length of service:

	Years of Agency Service								
GS-14/15 Age Group	Less than 5	5 years	6 years	7 years	8 years	9 years	10 years	11-15 years	Total
50-54								2	2
45-49								1	1
40-44								1	1
Total								4	4
GS-9/13									
50-54	1				1				2
45-49								2	2
40-44									-
39 & below		3	1	1	1	3	5	3	17
Total	1	3	1	1	2	3	5	5	21

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AVERAGE LENGTH OF FEDERAL AND AGENCY SERVICE OF PERSONNEL ON DUTY
Clandestine Services Career Service
GS-9/18

Grade	Average Length of Government Service Years - Months	Average Length of Agency Service Years-Months
GS-18	22 - 6	14 - 10
GS-17	21 - 5	15 - 2
GS-16	21 - 3	14 - 4
GS-15	19 - 9	13 - 3
GS-14	18 - 2	12 - 7
GS-13	16 - 8	11 - 10
GS-12	15 - 1	11 - 1
GS-11	13 - 3	9 - 7
GS-10	11 - 6	8 - 3
GS- 9	14 - 0	9 - 9
TOTAL	15 - 11	11 - 3

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